



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND**  
**102 MCNAIR DRIVE**  
**FORT MONROE, VIRGINIA 23651-1047**

REPLY TO  
ATTENTION OF


ATBO-BE

22 December 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: TRADOC Policy Letter 11, Equal Opportunity Complaint Process

1. Reference AR 600-20, Army Command Policy, chapters 6 and 7, 13 May 2002.
2. Every member of this command has the right to present complaints alleging acts of unlawful discrimination or sexual harassment without fear of intimidation, harassment, reprisal, or retaliation. The chain of command will protect complainants from acts of reprisal or retaliation for filing an equal opportunity (EO) complaint.
3. I will not tolerate discrimination or sexual harassment in this command. Discrimination and sexual harassment weakens unit cohesion, morale, and esprit de corps and is contrary to Army values. The EO complaint process is designed to investigate allegations and resolve complaints in a timely manner.
4. I encourage complainants to use their chain of command first for redress of grievances. Many staff offices are available to provide assistance in resolving potential concerns of complainants, including EO Advisors, Installation Chaplains, Inspector General, Staff Judge Advocate, Provost Marshal's Office, Criminal Investigation Division, medical agencies, and the Housing Referral Office.
5. Rapid identification and resolution of EO and sexual harassment issues are vital to accomplishing TRADOC's mission. I expect leaders at all levels to take appropriate action when presented with complaints.
6. This policy is effective for 2 years from the published date.

  
WILLIAM S. WALLACE  
General, U.S. Army  
Commanding

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(see next page)

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